



MANAGING TRANSITIONS

**WITHIN
DIVISION/INSTALLATION**

TRANSITIONS

TERMINAL LEARNING OBJECTIVE

- ACTION: DETERMINE THE CORRECT COURSE OF ACTION FOR TRANSITION ACTIONS.
- CONDITIONS: GIVEN SEVERAL TRANSITIONAL ACTIONS DEALING WITH ENLISTED AND OFFICER PERSONNEL, AR 635-200 & AR 600-8-24.
- STANDARDS: CITE THE REGULATORY CRITERIA WHICH APPLY TO EACH COA IAW AR 635-200 & AR 600-8-24.

TRANSITIONS

ADMINISTRATIVE INFORMATION

- REFERENCES: AR 600-8-24 & AR 635-200
- TEST INFO: OPEN BOOK, M/C - 1.5 HRS
- PERIOD 1
 - PURPOSE
 - CURTAILMENTS
- PERIOD 2
 - TYPES
 - PROGRAMS
 - DISCHARGES/CHARACTER OF SVC

TRANSITIONS

ADMINISTRATIVE INFORMATION

○ PERIOD 3

- ENLISTED SEPARATIONS
- PE
- REVIEW

TRANSITIONS

PURPOSE

- PROMOTE READINESS
- PROVIDE MECHANISM TO TERMINATE SVC PRIOR TO TERM OF CONTRACT
- TRANSFER FROM ONE SVC TO ANOTHER
- DISCHARGE FROM ALL MILITARY OBLIGATION
- STRENGTHEN CONCEPT CALLING DIFFERENT FROM CIVILIAN OCCUPATION

TRANSITIONS

STANDARDS OF SUPPORT

- **The President or Congress declares a state on national emergency or WAR and extends of service**
- **The Secretary of the Army (SA) curtails voluntary and involuntary transfer and discharge authority**

TRANSITIONS

SERVICE OBLIGATIONS

STATUORY MILITARY SERVICE OBLIGATION

(MSO)

YEARS	BEFORE	1 JUN 84	6
YEARS	AFTER	1 JUN 84	8

VS -

ACTIVE DUTY SERVICE OBLIGATION (ADSO)

TRANSITIONS

CURTAILMENTS

DISCHARGE:

A COMPLETE SEVERANCE OF MILITARY
STATUS GAINED BY ENLISTMENT
CONCERNED

DISMISSAL

ELIMINATION

MANDATORY RETIREMENTS

SEPARATION

TRANSFER

TRANSITIONS

TYPES

- **RELEASE FROM ACTIVE DUTY
(REFRAD)**
- **RESIGNATION**
- **OFFICER ELIMINATIONS**
- **MISCELLANEOUS TYPES OF
SEPARATIONS**
- **RETIREMENT**

TRANSITIONS

REFRAD

○ VOLUNTARY

- PERSONAL REASONS
- EXPIRATION OF AD COMMITMENT
- HARDSHIP
- ESSENTIAL TO NATIONAL INTEREST
- PREGNANCY
- ATTEND SCHOOL (NON- MISSION CRITICAL)
- ASSIGNED TO MED HOLD DETACHMENT

TRANSITIONS

REFRAD

○ INVOLUNTARY

- DECLINATION OF RA INTEGRATION
- MAXIMUM AGE
- MAXIMUM SERVICE
- NONSELECTION OF VI STATUS
- REVOCATION OF VI STATUS
- DAADB
- TERMINATION OF RESERVE APPTS OF STUDENT
OFF & WO ATTEND BR ORIENT OR WOBC

TRANSITIONS

RESIGNATIONS

- 90 DAYS ON AD

- EXCEPTIONS

- Action Pending may result in For Good of Svc
- Officer under a suspension of favorable actions
- Officer pending investigation or under charges

TRANSITIONS

RESIGNATIONS

○ OFFICERS AND WARRANT OFFICERS
ONLY

○ TWO TYPES

UNQUALIFIED



QUALIFIED

TRANSITIONS

RESIGNATIONS

- UNQUALIFIED RESIGNATION
- QUALIFIED RESIGNATION
 - PREGNANCY
 - FOR GOOD OF SVC IN LIEU OF GCM
 - FOR GOOD OF SVC - HOMOSEXUAL CONDUCT

TRANSITIONS

OFFICER

ELIMINATIONS

- SUBSTANDARD PERFORMANCE OF DUTY
 - DOWNWARD TREND
 - FAILURE TO KEEP PACE OR PROGRESS
 - APATHY, DEFECTIVE ATTITUDE, OR CHARACTER DISORDER
 - FAILURE TO EXERCISE NECESSARY LEADERSHIP
 - FAILURE OF A COURSE AT A SVC SCHOOL FOR ACADEMIC REASONS
 - HIV+ W/IN 180 DAYS OF ORIG APPT

TRANSITIONS

OFFICER

ELIMINATIONS

- MISCONDUCT, MORAL, OR PROFESSIONAL DERELICTION
 - PERSONAL FINANCES OR AFFAIRS
 - MISMANAGEMENT OF PERSONAL AFFAIRS
 - ACTS OF PERSONAL MISCONDUCT
 - HOMOSEXUAL CONDUCT
 - INTENTIONAL NEGLECT OF OR FAILURE TO PERFORM DUTIES
 - CONDUCT UNBECOMING AN OFFICER

TRANSITIONS

OFFICER ELIMINATIONS

○ DEROGATORY INFORMATION

- PUNISHMENT UNDER UCMJ,
ARTICLE 15**
- CONVICTION BY COURT-MARTIAL**
- SECURITY CLEARANCE DENIAL**
- RELIEF FOR CAUSE OER**
- FAILURE OF A COURSE AT A SVC
SCHOOL**

TRANSITIONS

RIGHTS OF SVC MEMBER

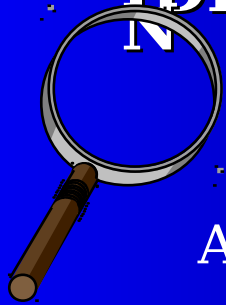
- CONSULT WITH CONSULTING COUNSEL
- SUBMIT STATEMENTS ON HIS/HER BEHALF
- OBTAIN COPIES OF DOCUMENTS SUPPORTING SEPARATION
- PRESENT CASE UNDER ADMIN BOARD PROCEDURE
- WAIVE THE ABOVE RIGHTS IN WRITING

TRANSITIONS

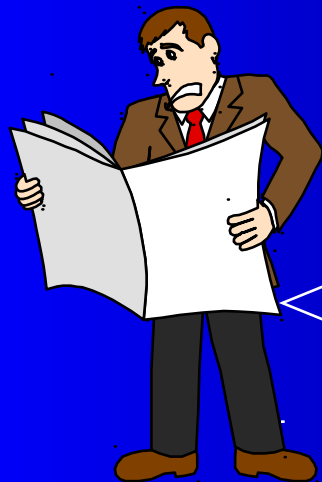
ELIMINATION ACTION

PROCESSING

STEP 1 **IDENTIFICATION**



BY
FIELD CMD
OR
ANNUAL/SPECIAL
SCREENING



ELIMINATION AND

STEP 2 **HEARING**



BY
BOARD
OF
INQUIRY

STEP 3 **REVIEW**

BY
BOARD
OF
REVIEW
& SEC ARMY

TRANSITIONS

MISCELLANEOUS SEPARATIONS

- **2X NON-SELECT FOR ADL PROMO**
- **1LT & CW2 NON-SELECT FOR PROMO**
- **DFR**
 - AWOL 3 MONTHS
 - NOT ENTITLED RETIREMENT PAY & SENTENCED TO STATE/FED PEN
- **DISMISSAL DUE TO GCM (OFFICER ONLY)**

TRANSITIONS

RETIREMENT

- **THREE TYPES:**
 - VOLUNTARY
 - MANDATORY (MAX AGE & MAX SVC)
 - SERB (INVOLUNTARY)
- **20 YEARS AFS**
- **10 YEARS ACS - RETIRE AS OFFICER**

TRANSITIONS

RETIREMENT

○ TO RETIRE IN RANK:

OFF - SERVE ON AD IN GRADE 6 MONTHS

**WO - (LTC-MG ON AD IN GRADE 3 YRS)
SERVE ON AD IN GRADE 31 DAYS**

ENL - SERVE ON AD IN GRADE 1 DAY

○ RETIREMENT LIST

○ AFTER 30YRS - HIGHEST RANK HELD

TRANSITIONS

RETIREMENT

○ RETIREMENT REQUESTS:

	<u>MAX</u>	<u>MIN</u>
ENLISTED	12 MONTHS	2 MONTHS
OFFICER	12 MONTHS	4 MONTHS

○ MED EXAM:

NLT 1 MONTH PRIOR & NET 4 MONTHS
PRIOR

TRANSITIONS

ENLISTED SEPARATIONS

GENERAL:

- CONSIDERATIONS FOR SEPARATION
- CONSIDERATIONS FOR PROMOTIONS

COUNSELING

REHABILITATION

RETENTION AFTER ETS

- TIME LOST TO BE MADE GOOD

TRANSITIONS

TIME LOST

- **DESERTION**
- **ABSENCE W/O PROPER AUTHORITY**
- **CONFINEMENT UNDER SENTENCE**
- **CONFINEMENT AWAITING TRIAL**
- **INTEMPERATE USE OF DRUGS**
- **DISEASE OR INJURY DUE TO MISCONDUCT**

TRANSITIONS

ENLISTED (AR 635-200)

- CHAPTER 4 - EXPIRATION OF SVC OBLIGATION
- CHAPTER 5 - CONVENIENCE OF THE GOVERNMENT
- CHAPTER 6 - DEPENDENCY OR HARDSHIP
- CHAPTER 7 - DEFECTIVE ENLISTMENTS/
REENLISTMENTS AND
EXTENSIONS
- CHAPTER 8 - PREGNANCY
- CHAPTER 9 - ALCOHOL OR OTHER DRUG ABUSE REHAB
FAILURE

TRANSITIONS

ENLISTED (AR 635-200)

- CHAPTER 10 - IN LIEU OF TRIAL BY COURT-MARTIAL
- CHAPTER 11 - ENTRY LEVEL STATUS PERFORMANCE AND CONDUCT
- CHAPTER 12 - RETIREMENT
- CHAPTER 13 - UNSAT ISFACTORY PERFORMANCE
- CHAPTER 14 - MISCONDUCT
- CHAPTER 15 - HOMOSEXUAL CONDUCT
- CHAPTER 16 SELECTED CHANGES IN SVC OBLIGATIONS

TRANSITIONS

RETIREMENT FOR LENGTH OF SERVICE

○ SERVICE OBLIGATIONS

- NORMALLY MUST FULFILL ADSO
- OCONUS (UNACCOMP) - 5/6 TOUR OR 12 MONTHS
- OCONUS (ACCOMP) - 5/6 OR 12 MONTHS (DEP)

○ IN LIEU OF PCS

○ RETIRE ALWAYS ON 1ST DAY OF MONTH

TRANSITIONS

DISCHARGES/CHARACTER OF

- ○ HONORABLE SVC
- ○ GENERAL (UNDER HONORABLE CONDITIONS)
 - UNDER OTHER THAN HONORABLE CONDITIONS
 - BAD CONDUCT
 - SPECIAL & GENERAL COURT-MARTIAL
 - DISHONORABLE
 - GENERAL COURT-MARTIAL
 - UNCHARACTERIZED/ENTRY LEVEL

TRANSITIONS

QUESTIONS????

TRANSITIONS

CHAPTER 6: DEPENDENCY OR

HARDSHIP

○ REASONS FOR SEPARATION

- DEPENDENCY
- HARDSHIP
 - PARENTHOOD OF MARRIED SERVICE WOMAN
 - SOLE PARENTS

○ CHARACTERIZATION OF SERVICE

- ENTRY LEVEL STATUS (IF MEMBER IS IN ENTRY LEVEL STATUS)
- HONORABLE
- UNDER HONORABLE CONDITIONS

TRANSITIONS

DEPENDENCY

EXITS WHEN DEATH OR DISABILITY OF A MEMBER OF THE SOLDIER'S (OR SPOUSE'S) IMMEDIATE FAMILY CAUSES THAT MEMBER TO RELY UPON THE SOLDIER FOR PRINCIPAL CARE OR SUPPORT.

TRANSITIONS

HARDSHIP

EXITS WHEN IN CIRCUMSTANCES NOT INVOLVING DEATH OR DISABILITY OF A MEMBER OF THE SOLDIER'S (OR SPOUSE'S) IMMEDIATE FAMILY, SEPARATION FROM THE SERVICE WILL MATERIALLY AFFECT THE CARE OR SUPPORT OF THE FAMILY

TRANSITIONS

CHAPTER 6

CRITERIA

- **CONDITIONS HAVE RISEN SINCE ENTRY ON AD/ADT**
- **CONDITIONS ARE NOT OF A TEMPORARY NATURE**
- **EVERY REASONABLE EFFORT HAS BEEN MADE**
- **SEPARATION WILL MATERIALLY ALLEVIATE THE CONDITIONS**

TRANSITIONS

CHAPTER 6

EVIDENCE REQUIRED AS A MINIMUM

- **PERSONAL REQUEST FOR SEPARATION**
- **AFFIDAVIT OR STATEMENT BY OR ON
BEHALF OF THE MEMBERS DEPENDENTS**
- **AFFIDAVITS BY AT LEAST TWO AGENCIES
OR INDIVIDUALS**

TRANSITIONS

CHAPTER 6

ADDITIONAL INFORMATION

- DETAILED FINANCIAL STATEMENT
- DEATH CERTIFICATE
- PHYSICIAN'S CERTIFICATE
- NAMES AND ADDRESSES OF OTHER MEMBERS OF THE FAMILY

TRANSITIONS

CHAPTER 10

DISCHARGE IN LIEU OF TRIAL BY COURT MARTIAL

- **REASONS FOR SEPARATION**
 - **MEMBER COMMITTED AN OFFENSE, AND PUNISHMENT INCLUDES BAD CONDUCT OR DISHONORABLE DISCHARGE**
 - **MEMBER MAY SUBMIT REQUEST FOR DISCHARGE FOR THE GOOD OF THE SERVICE**
- **CHARACTERIZATION OF SERVICE**
 - **OTHER THAN HONORABLE DISCHARGE**
 - **GENERAL DISCHARGE (DIRECTED BY SEPARATION AUTHORITY IF MERITED BY MEMBER'S RECORD DURING CURRENT ENLISTMENT)**

TRANSITIONS

CHAPTER 11

ENTRY LEVEL PERFORMANCE & CONDUCT

NMT 180 DAYS AD OR ADT

- **REASONS FOR SEPARATION**
 - **INABILITY**
 - **LACK OF REASONABLE EFFORT**
 - **FAILURE TO ADAPT TO THE MILITARY ENVIRONMENT**
 - **MINOR DISCIPLINARY INFRACTIONS**
- **CHARACTERIZATION OF SERVICE**
 - **UNCHARACTERIZED**

TRANSITIONS

CHAPTER 13

SEPARATION FOR UNSATISFACTORY PERFORMANCE

○ REASONS FOR SEPARATION

- MEMBER WILL NOT DEVELOP SUFFICIENTLY TO PARTICIPATE SATISFACTORILY IN FURTHER TRAINING
- MEMBER'S RETENTION WOULD HAVE AN ADVERSE IMPACT ON MILITARY DISCIPLINE, GOOD ORDER, AND MORALE
- MEMBER WILL BE A DISRUPTIVE INFLUENCE IN PRESENT OR FUTURE DUTY ASSIGNMENTS.
- ABILITY OF THE MEMBER TO PERFORM DUTIES EFFECTIVELY IN THE FUTURE IS UNLIKELY.

TRANSITIONS

CHAPTER 13

SEPARATION FOR UNSATISFACTORY PERFORMANCE

- **CHARACTERIZATION OF SERVICE**
 - **HONORABLE**
 - **UNDER HONORABLE CONDITIONS**

TRANSITIONS

CHAPTER 14 **MISCONDUCT**

○ **REASONS TO SEPARATE**

- **FAILURE TO REHABILITATE OR DEVELOP SM AS A SATISFACTORY SOLDIER**
- **MEMBER IS NOT AMENABLE TO REHABILITATION, AS INDICATED BY MEDICAL OR PERSONAL HISTORY RECORD**
- **AN UNFIT MEDICAL CONDITION IS NOT THE DIRECT OR SUBSTANTIAL CONTRIBUTING CAUSE FOR HIS/HER CONDUCT**

TRANSITIONS

CHAPTER 14 **MISCONDUCT**

- **ACTS OR PATTERNS OF MISCONDUCT**
 - **MINOR DISCIPLINARY INFRACTIONS**
 - **PATTERN OF MISCONDUCT CONSISTING OF . . .**
 - **DISCREDITABLE INVOLVEMENT WITH CIVIL OR MILITARY AUTHORITIES**
 - **CONDUCT PREJUDICIAL TO GOOD ORDER AND DISCIPLINE**
 - **COMMISSION OF A SERIOUS OFFENSE**
 - **ABUSE OF ILLEGAL DRUGS**

TRANSITIONS

CHAPTER 14

MISCONDUCT

- **CHARACTERIZATION OF SERVICE**
 - **UNDER OTHER THAN HONORABLE**
 - **GENERAL DISCHARGE** (*MAY BE GRANTED BY SEPARATION AUTHORITY IF SUCH IS MERITED BY MEMBER'S OVERALL RECORD*)
 - **HONORABLE** (*DIRECTED ONLY BY THE GENERAL COURT-MARTIAL APPROVING AUTHORITY IN CASES OF EXTREMELY MERITORIOUS RECORD AND WHERE MEMBER HAS COMPETED ENTRY LEVEL STATUS*)

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QUESTIONS????